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AND INTERFERENCES

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NOV 15 2005

Technology Center 2100

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant : Stephen Michael REUNING  
Serial No :                     
Filed :                     
Group Act Unit :             
Examiner :                     
Title : Candidate Chaser

Commissioner of Patents and Trademarks  
Washington, DC 20231

Sir:

RULE 1.131 DECLARATION

1. I am the inventor of record for the captioned patent application.
2. The prior art discloses many systems for collecting and distributing information on potential candidates actively seeking employment. Many qualified candidates, however, may not be actively seeking employment when a particular job opening occurs. Finding these potential candidates - who do not necessarily send their resume widely, if at all - was difficult to impossible.

3. I conceived of a system for searching for potential employment candidates. I conceived of a system including each of the elements of my currently-pending claims. I did this not later than September 10, 1996.

4. I began to reduce my conception to practice not later than September 10, 1996. On September 10, 1996, I purchased a subscription to Netcom (TM) internet service. Netcom is an Internet Service Provider. I purchased Netcom (TM) service expressly to reduce my conception to practice. I purchased Netcom (TM) internet service because it presented advantages my pre-existing internet service provider did not, for reducing my conception to practice. To evidence this purchase of Netcom (TM) internet service, I attach as an exhibit, a redacted copy of my September 14, 1996 American Express bill. The bill shows the purchase posted September 10, 1996.

5. On October 2, 1996, I discussed my conception with some business advisors at a confidential meeting. This meeting was at the Endicott House (Dedham, Massachusetts). To evidence this meeting, I enclose a redacted copy of my November 14, 1996 American Express statement. That statement shows my telephone charges while at the Endicott House.

6. At the October 2, 1996 meeting, I was advised that my idea was potentially patentable. Thus I searched for information on how to write a patent application. I

eventually learned of, and purchased a copy of, Pressman, David, Patent It Yourself (Nolo Press). I do not have a copy of the receipt showing my purchase of this book.

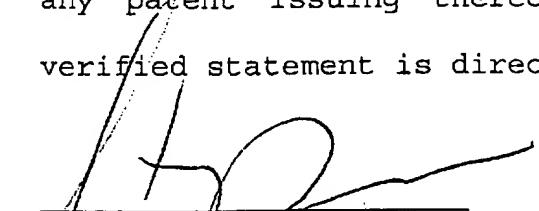
7. After learning how to write a patent application, I began to write a patent application for my invention. I completed a draft not later than November 3, 1997. On that date, I asked my niece, Melissa Rudelt, to witness my completed draft application. She did so. To evidence this; I attach a copy of the first page of this draft application showing in the upper right corner, my niece's signature and date. I mailed my patent application to the Patent Office, the end of November.

8. By July 1997, I had succeeded in reducing my system to practice and establishing that it works, on Apple Macintosh (TM) operating systems and computers. I announced this in the July 1997 edition of my internal company newsletter. That newsletter states, at pg. 3, Col. 1, "We can mail to five hundred targeted e-mail recipients per hour." I attach a copy of the newsletter as an exhibit.

9. Unfortunately, around this same time, Apple Computer Corp. began experiencing significant troubles. These troubles are detailed in the same edition of the newsletter, at page 1. The newsletter notes, "Diedre Moire presently employs MacOS as its main personal computer operating system. Recent problems at Apple Computer relating to the

operating system development failures has reduced the number of software developers.... Therefore, we will begin an operating system migration immediately." Accordingly, I thus needed to test my system on Windows computers to see if it operates in the Windows environment. On September 8, 1997, I purchased computer hardware sufficient to assemble a fully scaled up, commercially operable version of the system using Windows (TM) operating system. This is evidence by environment my purchase order for ten Compaq PRESARIO (TM) Model 2120 desktop computers, two Compaq PRESARIO (TM) V-400 monitors, and two BELKIN (TM) four-part switches. I attach a copy of the purchase order as an exhibit.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment or both, under Section 1001 of Title 18 of the United State Code, and that such willful false statements may jeopardize the validity of the application, any patent issuing thereon or any patent to which this verified statement is directed



Stephen Michael REUNING  
July 14, 2000

Closing Date  
September 14, 1996

Amount \$

~~Detail Continued~~

August 26, 1996 CERTIFIED TOURS INC FT LAUDERDALE FL 3,093.00 ✓ SHP Ck ✓  
OUR SERVICES  
Reference: 000000999999 Rec Number: 0000999999

August 27, 1996 IAC WAREHOUSE 800-925-6227 CT ✓ 45.29 Office Supply ✓  
COMPUTERS/SFTWRE/HARWRE  
Reference: 168654001 Rec Number: 0075992302

August 27, 1996 IAC WAREHOUSE 800-925-6227 CT ✓ 532.95 Off Supplies ✓  
COMPUTERS/SFTWRE/HARWRE  
Reference: 167845700 Rec Number: 0075993080

August 28, 1996 IAC PC & PHOTO ZONE 800-248-9948 WA ✓ 4,299.00 Mach + Equip ✓  
SOFTWARE/HARDWARE  
Reference: 923176700 Rec Number: 9231767000

August 28, 1996 IAC PC & PHOTO ZONE 800-248-9948 WA ✓ 9,109.90 Mach + Equip ✓  
SOFTWARE/HARDWARE  
Reference: 934633700 Rec Number: 9346337000

August 29, 1996 IAC WAREHOUSE 800-925-6227 CT ✓ 34.75 Office Supplies ✓  
COMPUTERS/SFTWRE/HARWRE  
Reference: 171846100 Rec Number: 0076161689

September 3, 1996 YOUNG ENTREPRENEURS ABLINGTON VA 1,000.00 Dues ✓  
MEMBERSHIP FEES/ACC  
Reference: 024853958 703-527-4500  
10/2-6

September 4, 1996 HARPER COLLINS PBLSHSCRANTON PA ✓ 45.27 Education ✓  
PUBLICATIONS  
Reference: 022124696 Rec Number: 22124696

September 4, 1996 IAC WAREHOUSE 800-925-6227 CT do not pay 241.34  
COMPUTERS/SFTWRE/HARWRE  
Reference: 177194600 Rec Number: 0077077186  
returned amount is credited to the  
ordered AMEX Acct. does not statement

September 5, 1996 NEWSWEEK MOUNTAIN LAKES NJ ✓ 78.00 Subscriptions ✓  
MAGAZINE/SUBSCRIPTIONS  
Reference: 09355439

September 5, 1996 WOODBRIDGE HILTON ISELIN NJ INV#961098 ✓ 185.00 ✓  
ODGING/GIFTS/RESTAURANT  
Reference: 000000961098 Rec Number: 0000961098  
REBATE FOR 185.00  
YEO

September 6, 1996 NEW DYNASTY SEAFD PALAC ROBBINSVILLE NJ ✓ 24.00 Computer Services ✓  
OOD AND BEVERAGE  
IP \$2.00  
Reference: 000273214

September 6, 1996 IAC WAREHOUSE 800-925-6227 CT ✓ 77.15 Off. Supplies ✓  
COMPUTERS/SFTWRE/HARWRE  
Reference: 181688200 Rec Number: 0076710252

September 10, 1996 PRIMEHOST HOSTING 800-879-6882 VA Web site ✓ 363.00 Trade Shows ✓  
HOSTING SVC  
Reference: 000000000 Rec Number: 0076928073

September 10, 1996 JETCOM ON-LINE COMM SAN JOSE CA 5.00 Telephone ✓  
ONLINE SERVICES  
Reference: 000379723 Rec Number: 0033100433

September 12, 1996 MAC PC & PHOTO ZONE 800-248-9948 WA ✓ 212.94 Off. Supplies ✓  
SOFTWARE/HARDWARE  
Reference: 945988600 Rec Number: 9459886000

Continued on reverse



Cards

American Express Travel Related Services Company, Inc.

Page 1 of 3

## Platinum Card® Statement of Account

Prepared For  
STEPHEN M REUNING

Closing Date  
November 14, 1996

Account Number  
3713-828634-97007

Previous Card Balance \$	Card Payments/Credits \$	New Card Charges \$	New Card Balance \$
4,295.48	4,295.48	630.72	630.72

Statement includes payments and charges received by November 14, 1996.  
\* Indicates posting date.

Join us in the Charge  
Against Hunger in Nov.  
& Dec. Help provide a  
meal for someone who is  
hungry. For more info.  
please refer to  
Cardmember Values or  
call (888) 8-TO-GIVE.  
SM 888-57.85

Terms - Payable in full upon receipt of statement.

Your Platinum Card account renews next month. For additional information, please refer to the Charge Card and Statement Information section which can be found on page 3.  
Thank you for your continued Platinum Card membership.

If you have a question about your account, call 1-800-525-3355 (24 hours/7 days).

Card Detail

Card Payments

November 2, 1996*	2,679.06
PAYMENT RECEIVED - THANK YOU	
November 2, 1996*	1,616.42
PAYMENT RECEIVED - THANK YOU	
Total of Card Payments	4,295.48

### Card Transactions for STEPHEN M REUNING

Card 3713-828634-97007

October 6, 1996

M I T ENDICOTT HOUSE DEDHAM MA

LODGING/GIFTS/RESTAURANT

Reference: 000000191469 Rec Number: 0000191469

✓ 80.95

Telephone Charge  
Birthing of Giants

October 21, 1996

GOVERNOR MORRIS HOTEL MORRISTOWN NJ

Arrival Date      Departure Date      No of Nights  
10/20/96      10/21/96      1

110.36

Lodging

Continued on reverse

↓ Please fold on the perforation below, detach and return with your payment ↓

AMOUNT

100

LITHO IN

## PURCHASE ORDER

TO PC Mall SHIP TO DMC  
 ADDRESS 2645 Maricopa St. ADDRESS   
 CITY Tarnt, CA 90503-5144 CITY

REQ. NO.	FOR	DATE REQUIRED	TERMS	HOW SHIP	DATE
ITEM	QUANTITY ORDERED	QUANTITY RECEIVED	PLEASE SUPPLY ITEMS LISTED BELOW		
1	10		941105- Precario 2100	\$1085.00	6/8
2			Desktop Computer-150		
3			m2/64 ram/168, H0624		
4			8 x CDRW		
5					
6	2		V-400 Black Precario	\$218.00	4/30
7			Monitor		
8					
9	2		Belkin 4 port switches	\$293.00	5/8/
10					
11					
12			Sh		373.
13			Tax		
14					
15			Pd Amt		7932.30
16					
17			Canceled		
18			cab 9862		
19			Amiview		
20			4 Port PS/2		
21			Belkin		
22					

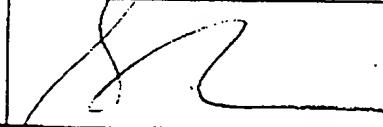
## IMPORTANT

OUR ORDER NUMBER MUST APPEAR ON ALL INVOICES,  
PACKAGES, ETC.

PLEASE NOTIFY US IMMEDIATELY IF YOU ARE UNABLE  
TO SHIP COMPLETE ORDER BY DATE SPECIFIED.

PLEASE SEND

COPIES OF YOUR INVOICE WITH ORIGINAL BILL OF LADING



PURCHASING AGENT



# The Diedre Moire Newsletter

Keeping our employees, customers and investors informed



July, 1997

## Special Report:

### Automation R & D

Stephen Reuning dedicates every Monday to Research and Development. Instead of reporting to our corporate headquarters in Robbinsville, he begins his day on the internet working from his study at home or travels to computer industry vendors and consultants. With several goals to reach in a very short period of time, he's discovered Mondays aren't enough and spends several nights a week and some weekends on Diedre Moire's Computer Automation Research Project (CARP). Following is a report submitted by Mr. Reuning discussing recent CARP developments.

REPORT: CARP 7/7/97

The purpose of our research is to ascertain what recent worldwide hardware and software product developments could support our corporate strategic goals while: improving our employees' quality of life, increasing productivity, improving products and services, and lowering costs. Several very specific areas of computer related products are being investigated., they include: personal computer operating systems; fax broadcasting software; database download and distribution software; browser software; electronic mail and news software, off-line browsing software; specialty WWW and Newsgroup multiple spider automated

search and URL locating software; independent website download software; e-mail address file and folder dredging software; targeted bulk email and multiple newsgroup broadcasting systems; network software and hardware; data conferencing; personal portable computers and network and communications systems.

#### Personal computer operating systems

Diedre Moire presently employs MacOS as its main personal computer operating system. Recent problems at Apple Computer relating to operating system development failures has reduced the number of software developers committed to improvement and creation of application software for the Mac. While, as a user interface, Mac is a superior to Windows, our use of the system for corporate applications must consider several other factors: Ability to hire individuals already familiar with the operating system, diversity and quantity of vendors supporting the operating system, application providers' commitment to upgrade for the operating system, future update plans for the operating system (Apple's are sketchy), application software availability, cost competitiveness, maintenance availability.

In my opinion, our research indicates that Windows 98 will beat MacOS in many if not all the previously listed areas. Microsoft, the purveyor of Windows, is also setting the standard for many office, network, communications and internet applications. Only a small portion of those products are available to MacOS. Therefore we will begin an operating system migration immediately.

### Fax broadcasting software

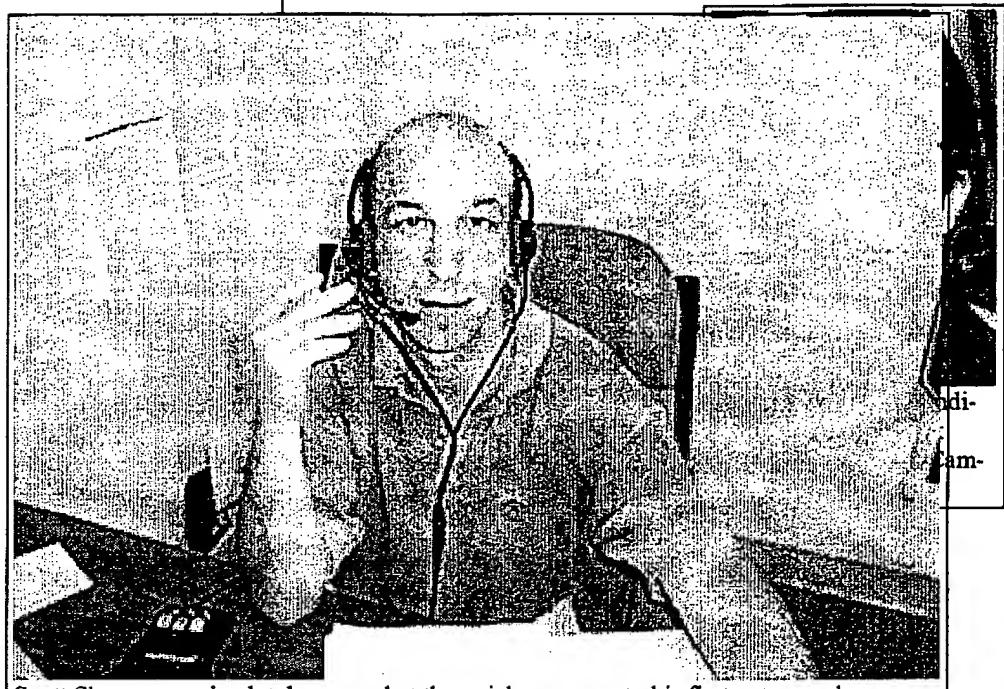
Fax documents are cheaper and faster to deliver than postal mail. Their delivery is more reliable and typically they are read. We are already employing a fax marketing program but the software in use has a very specific draw back, it will only merge up to 127 cover letter per batch. I have purchased and reviewed several other fax packages but they are not adequate.

### Database download and distribution software

#### The Diedre Moire

Resume Database is expanding as well as the rate in which data is being accumulated. We plan to expand the capacity of the system so we can increase the number of Information Coordinators inputting data. Furthermore we anticipate increasing modem capacity on the next UNIX computer upgrade so consultants can login from home. Our database tool developer, Bond ADAPT, has developed a Windows interface that will allow users to download files from the Diedre Moire Resume Database into their individual personal computers where they can use a What You See Is What You Get word processor to update and fax. I'm sure this is an exciting proposition to those who've attempted to use the UNIX version of WordPerfect! Furthermore, a resume image database will be maintained on line and available to users' personal computers using Bond's Windows interface. The system can also download field specific reports such as labeling in to be used on personal computer based applications such as mailmerge.

### Browser software; electronic mail and news software



Scott Shanes was absolutely amazed at the quick response to his first automated prospecting attempt on the WEB. A securement for Imclone Corporation on his first try! It was also Diedre Moire's first success of the Newsgroup Posts!!

America Online may be the content king but their attitude towards customers sucks, in my opinion and lots of others based on what I've read recently. Scott Shanes had his newposting ability canceled by AOL for two mistaken posts. Well, I'm selling my AOL stock and we are dumping AOL browsers.

I researched the new Netscape Communicator and Netscape Messenger and Netscape Collabra. Wow! These are great. The close runner up is Microsoft's Internet Explorer. Even though it seems a little more advanced and versatile now, we are not making Netscape our standard communications package. Instead I've chosen Microsoft Internet Explorer. It's already captured 40% of the browser market, a beta version of Internet Explorer 4.0 appears to have Communicator 4.0 beat for speed and versatility and Microsoft is integrating a great set of web development and communication tools such as Front Page, Personal Webserver, Net Meeting which will provide us with some powerful capabilities in a easy to use standardized format. Besides, if Bill Gates is going to take over the world we might as well join him.

### Off-line browsing software

If you've sat in front of the computer waiting for pages to download, you'll be very excited about this one. Tell the software which URLs you want to review and it will download them all to a browser file. Then, later off-line you can read the pages at lightning speed. Several downloaded demos are testing as this is written. We'll have this available to you soon.

### Specialty WWW and Newsgroup multiple spider automated search and URL locating software

I just purchased an application package that will search up to one hundred web search engines at a time while you are doing something else!!! Enter your query, enter the search engines (Yahoo, AltaVista, WebCrawler,etc.) you want searched and voile! it goes to work. The matching URLs are saved to a file. Follow up with independent website download software and you bring the data in from every URL so that you can browse it at your convenience OFF-LINE at lightning speed. PS: I can only find this software available for Windows. Another reason for changing our OS.

### E-mail address file and folder dredging software

Upon using the previously mentioned WEB and Newsgroup searching systems, one could find herself with allot of data to sift through. Why not automate? The new "dredging" software purchased by Diedre Moire will read all those pages and extract the names and their associated e-mail addresses. The addresses are sorted in a database to be used by our new bulk e-mailing software.

### Targeted bulk email and multiple newsgroup broadcasting systems.

We can mail to five hundred targeted e-mail recipients per hour. We can post help wanted messages to any of over 25,000 newsgroups instantly. It's like having a have dozen researchers prospecting for you.

### Network software and hardware

Computers should make life and work easier, not harder. A mobile personal computer can provide you with instantaneous access to data stored on Diedre Moire's intranet which will include every computer on our network, instantaneous access to data stored on a world full of web sites and newsgroup postings, instantaneous access to clients, candidates and associates via e-mail, netmeetings and video conferencing. The upcoming Internet Explorer by Microsoft will provide access to the office network and the internet through the same easy to use browser interface. You'll communicate, fax, research, and view all through the same interface. We'll be installing on our local talk network at first and then upgrade to ethernet for speed. You'll be able to access all capabilities on the system from your computer.

### Data Conferencing

New Internet applications allow Internet Explorer users to communicate with voice and video on-line while sharing a "whiteboard" on which they can draw diagrams or paste pictures, resumes etc.

### Personal portable computers

Compaq computer company produces a line of laptops called the Presario series. It is self contained including, CD ROM, 3.5 Floppy, Windows, Modem, PCI slots, all ports. The line is reasonably priced and reliable. All Diedre Moire employees will be equipped with one once the entire



You'll be hearing more soon.

### MAAPC Network Sharing begins

Diedre Moire is a member of an organization titled the Mid Atlantic Association of Personnel Consultants. It is an organization of approximately 160 separate employment agencies and recruiting firms. The association operates its own network broadcasting system however, it limits each firm to two candidates and two search assignments per week. Furthermore, their submission mechanisms are archaic and cumbersome. Therefore, Diedre Moire submits search assignments to MAAPC members via its own procedure.

Submissions to MAAPC members should be done on a weekly basis.

There are several components to the



Diedre Moire Corporation's newest stockholder.  
submission system they are

The fax broadcasting system mounted on a Macintosh computer

The document "template DMC.20.400.028. MAAPC.address file kept in the folder DMC.10.735.002 (this is the folder where we keep all the fax address books).

## Diedre Moire Newsletter

The job descriptions can be dictated and then typed into the form (template DMC.20.400.028 or typed directly into the template).

Never save the template. Instead when starting a new submission open the template then execute the save as command from the file menu and save the new document in the DMC.20.400.028 folder with the label DMC.20.400.028 (MM/DD/YY) where (MM=the month and DD=the day and YY=year).

The listings can be prepared by consultants individually or one central person can control the input into the document. The most important factor is to maintain the discipline and consistency of the listings. The listings must indicate the geography, the compensation, the company type, the job description and job requirements as displayed in the template DMC.20.400.028.

Once the document has been completed and is ready for faxing save the original document in the DMC.20.400.028 Masters2 folder and then copy the document into the appropriate fax station computer.

Open the document on the fax station computer. Select global fax from the chooser. Conduct the page setup from the file menu for the document. Select fax from the file menu. When the fax dialog window opens select the MAAPC address book. Then instruct the fax broadcaster to send the faxes to each member.

## DMC ADAPT DataBase Im- provements

Magic Search and AdHoc Search wouldn't recognize periods, ampersands, hyphens and slashes (.&/-) prior to June 2, 1997. Now, the searches do recognize those characters when followed by an integer or letter. So the Search for "H.R" can now be queried. We don't want to index the period after every sentence in the data base so words that end with a period followed by a space won't include the period. For example, the characters "H.R. Mgr." will be indexed as two separate sets of words "H.R" and "Mgr" ( note the "." missing from the end of "H.R." ).

Some People really love thier work!!!



16 pages witness and under stood  
by Melissa Rudel on Nov 3, 1997  
Melissa Rudel

Nov 3, 1997

Patent Application of  
Stephen M. Reuning  
for

CANDIDATE CHASER VERSION ONE

**Background - Field of Invention:**

This invention relates to the process of recruiting new employees, specifically harvesting email addresses belonging to potential viable candidates from sites and postings searched for and found on the internet and sending specifically related help wanted advertisements via email to those addresses then receiving, filtering and distributing the response.

**Background - Description of Prior Art**

Classified help wanted advertising in print, video and audio media as well as postings of help wanted advertisements on internet web sites are a common practice. Such mediums for prospecting employment candidates are passive. They require the reaction of a potential job seeker who must be reading a specific periodical, watching or listening to a specific broadcast or visiting a specific internet web site or requested a specific push technology internet broadcast. The United States Federal Government predicts demand for technical labor in such areas as information technology, sciences, biotechnology and engineering to exceed supply by as much as fifteen percent by the year 2002. In such a situation competitive employers require more aggressive means to prospect employment candidate than the ~~passive~~ mentioned passive methodologies.

Bulk electronic mailing is a common process used to broadcast messages to groups of email addresses collected in databases however the processes used prior to Candidate Chaser are static and the targeting is dependent on pre-assembled databases of email addresses. In such cases where email address lists are procured from a database sources mailers are subject to limited accuracy on two categories: first, are the addresses still active, second, are the individuals interested in receiving email related to the mailers' offerings. Furthermore, ~~present~~

~~The present state of the email address databases do not permit the targeting of addresses based on the individual owners expressed intent.~~

While unquestionably legal, there is a powerful lobby opposing general broadcasts of large untargeted and unsolicited bulk electronic mailings which consume huge amounts of internet communication bandwidth causing system delays, increased cost without benefit and ~~failures~~ mail server. Such mailings are broadcast to high quantities, 50,000 - 200,000 addresses at a time, in the hopes that a fraction, perhaps one tenth of a percent will reach a viable and interested audience. Most of the bandwidth consumption would not be necessary if a more targeted approach was used.

Employers seeking to hire ~~qualified candidates~~ spend over a billion dollars every year in the United States on employment agency fees, classified advertising costs, recruiting staff, the design of recruitment programs and software and referral bonus programs. Many of those employers are large companies that have invested tremendous development resources into solving their recruiting problems and cost reduction yet not a single one of them has created an automated recruiting system like the Candidate Chaser machine, ~~and process~~ patented herein. The articles attached and labeled as Prior Art Documents # 1 through #25 indicate a recruiting industry searching for internet solutions to recruiting difficulties yet none suggest a solution similar to that presented by the Candidate Chaser machine and process, ~~supporting my position of unobviousness relating to the Candidate Chaser.~~

Most workers would like to be informed of employment opportunities with quality of life improving advantages including but not limited to compensation increases, advanced training, enhanced benefits, more challenge, diversity and improved career path provided notices of such opportunities were made at the workers' convenience and that workers are not overwhelmed with non-applicable <sup>job</sup> offerings. Employment agencies and headhunters serve such a purpose but they are prohibitively expensive. No automated <sup>and therefore less effective</sup> alternative was available until the herein described Candidate Chaser was invented.

Present job opportunity advertising systems take days and weeks to reach potential candidates.

MR. 11/3/97

*However, if present*  
While my research indicates no present use of bulk electronic mail for targeted help wanted advertising, if conducted the use of available bulk email systems would result in "bad address" responses from servers, remove responses, and revenge "flames" from anti-spammers burdening the advertisers incoming electronic mail system.

A search of the IBM Patent Server at <http://patent.womplex.ibm.com> looking for the following words individually in the "abstract" field: recruit, recruiting, hire, hiring, job, candidate, classified, position, bulk, addresses, and recruitment turned up no relevant matching or related patents. A search on the same database for the phrase "electronic mail" turned up no apparently related patents except those patenting the process of sending and receiving electronic mail itself. The patent information and abstract which appear most closely related are attached and labeled as: Prior Art Document #26 Patent 5245532, Prior Art Document #27 Patent 5040141, Prior Art Document #28 Patent 5632018, Prior Art Document #29 Patent 5408334, Prior Art Document # 30 Patent 5487100, and Prior Art Document #31 Patent 5613108.

A search for articles and publications discussing "recruiting on the Internet" turned up two hundred forty nine separate documents. While discussing the use of electronic mail for the circulation of resumes and discussion of job possibilities, no reference is ever made to any recruiting solution that even remotely resembles the Candidate Chaser machine and process. I believe this supports the unobviousness of the Candidate Chaser machine as a solution to recruiting difficulties. Those articles which best represent present art on the subject are attached and labeled as Prior Art Documents #32 through #40.

There are a good number of commercially available computer software programs which can perform certain functions of the Candidate Chaser machine. However, none of them alone or in ~~double or triple combination~~ <sup>obvious</sup> accomplish the task of the Candidate Chaser machine ~~but can only contribute as part of the unique combination of hardware and software and procedural components that make up the Candidate Chaser machine and process.~~ The said commercially available computer software programs are described in the attached Prior Art Documents #1 through #25.

MD 11/3/07

## Objects and Advantages

The Candidate Chaser machine automatically locates Internet site pages and web postings which contain operator specified keywords or Boolean combinations and then extracts all email addresses from those pages as well as linked pages to as many linking levels as selected by the operator and then sends a job opportunity description enclosed in an electronic mail message to each of the extracted addresses then receives responses from recipients of the job opportunity message then filters those messages by reading their text and forwards only desirable responses to the candidate seeking client's electronic mail address thusly sparing the client interaction with large amounts of irrelevant response while presenting viable candidates for a given job opening.

### CCM operator

### then command S

The candidate seeking hiring entity inputs keywords into one interface causing the Candidate Chaser machine to interact with the infinite number of interface possibilities available on the Internet. The operator is not required <sup>to</sup> ~~or~~ <sup>to observe</sup> conduct the cumbersome, tedious, frustrating and agonizingly slow task of reviewing data contained on Internet web sites, newsgroup postings and other data sources that may exist from time to time on the net. ~~The CCM Once Started the CCM conduct the internet search without operator intervention.~~

The Candidate Chaser process does not use a static database as its source of addresses but instead takes advantage of the dynamic properties of the Internet where new information is added every minute somewhere on the planet. Candidate Chaser does this by reading internet sites online and extracting email addresses as they appear on targeted sites, postings and broadcasts just prior to broadcasting a job opportunity advertisement

Job opportunity announcements are communicated to potential candidates within hours.

Candidate Chaser job opportunity advertisements are delivered directly to the worker's email box therefore she/he is not required to search for applicable job offerings.

MR 11/3/97

Workers view the Candidate Chaser job opportunity advertisement by choice at their convenience any time night or day since the advertisement arrives and resides in the email message box until they take an action or their software automatically discards it based on their previously set filters.

Job opportunity advertisements broadcast by Candidate Chaser stimulate workers to consider new career opportunities even when they are not actively seeking new employment thusly expanding the universe of candidates beyond those available to the employer through passive advertising methodologies.

Specific job opportunity ads are only broadcast to specifically applicable individuals who made their email addresses available on their resumes, on web pages indicating subject matter related to the job opening or on new group postings where subjects related to the job opening were specifically discussed.

Individuals adverse to receiving additional job opportunity advertisements easily eliminate their addresses from any potential future mailings by typing "remove" into the message subject heading and executing their mail programs "reply" command.

The customized harvesting of email addresses focused on the specific needs of each job opportunity advertisement individually results in relatively low quantities of advertisements broadcast. And much less broadcast bandwidth waste due to non-applicable recipients.

The Candidate Chaser process costs less per hire to operate than other recruitment methods.

Responses to electronically mailed advertisements are automatically processed through software filters: protecting job opportunity advertisers from "flames", logging removes into a universal database without <sup>operator</sup> user disturbance, and sorting qualified responses to the appropriate hiring authorities email box.

MR 11/3/97

## Summary

The Candidate Chaser process uses a combination of publicly available and proprietary software computer programs and generally available computer hardware and computer peripherals to operate as a ~~single unit~~ <sup>means</sup> which harvests email addresses of specifically targeted individuals based on their work experiences and interests, then broadcasts a job opportunity advertisement to the recipients at the harvested addresses and then appropriately sorts <sup>and redirect</sup> consequential response as desired.

## Description

The typical Candidate Chaser machine consists of one or more general purpose computers equipped with microprocessor, ram, hard disk drive, a communication interface that links the computer(s) to the Internet, one or more keyboards and mouse interface, one or more monitors, and software to be described later. If one monitor is used with multiple computers then a KVM keyboard mouse monitor switch box is employed so operator may switch monitor and keyboard interfaces between computers.

The general purpose computers are physically connected to a network router that can consist of simple analog modems connected to simple telephone lines or more complex digital routing methods but in all cases access to the Internet is necessary.

Installed commercially available "offline browsing" computer software enables the operator to instruct the machine to locate websites and postings, accessed via the internet, which contain operator specified keywords or Boolean combinations and then to download and store the address of the located matching websites and postings into memory. The address is in the format of the URL (Universal Resource Locator) or other address indicator protocols used on the Internet. The machine ~~will~~ immediately or at another time download the text from the files at the addresses which were located and stored in memory.

The keywords and Boolean combinations entered into the machine should be ~~be~~ closely related to the experiences, interests, capabilities, professional titles or talents desired in applicable job candidates.

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The operator may instruct the machine to locate Hyper Text Markup Language Links, which are embedded addresses to other files on the Internet, on any of the website pages or postings turned up by the search. The operator may instruct the machine to follow the Links to their respective sites and locate more links at those sites. The operator may instruct the machine to follow the links as many level as desired. *The number of link levels to search a dependent on the focus accuracy required of collection of addresses sought.*

Once the text of a site or posting is downloaded, *into the machine's memory*, the machine searches the text of the downloaded file for character strings representative of electronic mail addresses and saves those addresses in memory or disk storage. Presently, the electronic mailing protocol dictates that a filtering algorithm be used as follows: extract any string of characters that fits "space" \_ \* @ \* . \* \_ "space" where "\*" is a wildcard variable representing any combination of characters.

If instructed to do so, the machine ~~will~~ continue *S* to download and store site and posting addresses and download and store *text into memory* and extract addresses without continued operator action.

*electronic storage*  
Collections of addresses may be stored in separate files for repeated retrieval at later times.

Since the collected addresses are extracted from sites and postings containing the specified keywords or Boolean combinations, it is reasonable to predict that a consequential number of those addresses will belong to individuals with experiences, interests, capabilities, professional titles or talents related to those keywords or Boolean combinations.

Installed commercially available electronic mailing computer software enables the operator to instruct the machine to deliver a specific job opportunity advertising message to each address collected into a specific file. The operator types the copy into the machine keyboard interface and then instructs the machine to send the message to a specific collection of addresses at a specified time.

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Each message has a "From" field and a "Reply to:" field in addition to others. When electronic mail messages are received, recipients look to the "From" and "Reply to:" fields for instructions relating to sending response messages. The operator <sup>or the mail</sup> may insert any electronic mail address into the "From" and "Reply to:" fields as she/he may desire. The Candidate Chaser machine is designed to handle many mailings at one time and could be used to serve multiple candidate seeking hiring clients. In the case of multiple clients, the "From" and "Reply to:" fields could contain the electronic mail address of the client for each given job opportunity message. Thus, each client would receive response to their message directly.

There are reasons why the operator of the Candidate Chaser machine might want to filter responses before received by the client. First, a significant percentage of the response is error messages due to the fact electronic mail addresses are terminated often without forwarding instructions. Second, a percentage of responses are requests to be removed from future mailings. Third, a significant percentage of messages are "thanks but no thanks but keep me notified of other stuff" responses. Fourth, a percentage of responses are notifications that the recipient is forwarding the message to someone that might be more interested. Fifth, only a small percentage of responses are from candidates that are interested in applying for the job.

In order to filter responses before they are directed to the client's electronic mail address the following procedure is used: A domain name is registered with InterNIC and the IP address location of a virtual mail server is designated. The virtual mail server is programmed to deliver all mail to one user logon at a specified POP3 channel. A

single "Virtual Mail Server" (VMS) can be maintained on an Internet Service Provider (ISP) host for each Candidate Chaser machine. <sup>or established on a private server.</sup> The VMS is designated by a domain name registered with Internic, for example "abcd123.com". Candidate Chaser clients are assigned Mail Accounts to the domain by the Candidate Chaser machine operator, for example 1001@abcd123.com. The ISP provides <sup>A</sup> Master User Name (MUN) for the domain on the VMS, for example smr@abcd123.com. <sup>is programmed into the server.</sup> Electronic mail messages to potential candidates contain the client's assigned <sup>VMS</sup> mail account in the "reply" field so that responses are directed to the domain and received into the virtual mail server's storage.

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*Consequently,*

and the "To;" field in the response message containing the client's mailing account address at the Candidate Chaser <sup>was</sup> domain. Mail, directed to different clients based on the address in the "To;" field, is downloaded <sup>from the MMS</sup> in a single COMBINED batch using the mail computer software program <sup>to</sup> ~~by~~ accessing the MUN <sup>account.</sup> The mail program, filters and redirects the electronic mail message based on the filters and filter actions listed in the paragraphs that follow.

Mail containing spam complaints or requesting removal from lists are directed to the Candidate Chaser machine's remove list creating computer software program, which presently is ExtractorPro Reply Man but can be any similar performing software package, so the addresses are automatically added to the Candidate Chaser machine's remove list and NOT forwarded to the client. Error messages indicating non-deliverable messages are deleted and NOT forwarded to clients.

*attached to*  
Messages containing resumes and curriculum vitae ~~is~~ are forwarded to a designated resume collection electronic mail address. Any messages that were not forwarded to the remove site or deleted for non-delivery are forwarded to the client's personal mail address at their <sup>mail</sup> server, for example: sally@aol.com. Mail that doesn't match any filter is forwarded to the quality control staffs' mail address so they can inspect it and determine whether filters need adjustment.

Filters are set up using the "Filters" command language of any commercially available filter capable mailing computer software program. The following filter program is designed for a Candidate Chaser machine using ten general purpose computers where the computers are referenced by a sequential labeling system with the labels as follows: Chase101, Chase102, Chase103, Chase104, Chase105, Chase106, Chase107, Chase108, Chase109, Chase110, where the unit referenced as Chase101 receives messages containing electronic mail addresses designated for addition to the remove list

*from SMM*

1. Checking Mail option = leave mail on server (Mail will be removed by filter actions <sup>only</sup>.)
2. Every filter should be set up for "incoming" mail.
  - 2.1. Filters

2.1.1. Removes to Chase101

2.1.1.1. Subject contains "remove" or "spam" action equals make subject "Remove" then action equals redirect to domain.com chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.2. Subject contains "fuck" or "shit" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest". *\* Note: full disclosure*

2.1.1.3. Subject contains "bastard" or "revenge" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.4. Subject contains "unsubscribe" or "junk" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.5. Subject contains "garbage" or "trash" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.6. Body contains "remove" or "spam" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.7. Body contains "fuck" or "shit" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.8. Body contains "bastard" or "revenge" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.1.9. Body contains "garbage" or "trash" action equals make subject "Remove" then action equals redirect to chase101@ix.netcom.com then server option equals "delete" then action equals "Skip Rest".

2.1.2. Undeliverables Deleted

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2.1.2.1. Subject contains "deliver" or "error" then action equals server option "delete" then "Skip Rest"

2.1.2.2. Subject contains "unknown" or "bad" then action equals server option "delete" then "Skip Rest"

2.1.2.3. Subject contains "illegal" or "fail" then action equals server option "delete" then "Skip Rest"

2.1.3. Resume attached

2.1.3.1. Subject contains "resume" or "vitae" then action equals redirect to reuning2@ix.netcom.com

2.1.3.2. Body contains "resume" or "vitae" then action equals redirect to reuning2@ix.netcom.com

2.1.4. Forward to customer everything not deleted and matching their address

2.1.4.1. To contains XXX@abcd123.com then action equals redirect to user@theirdomain.com and server option equals delete and action equals "Skip Rest"

**Notice: every client requires one of these filters**

2.1.5. Forward non filtered items to Quality Control Person

- Theoretically nothing should be available to filter at this point

2.1.5.1. To "appears" then redirect to gc@qcdomaine.com then server option equals delete and "Skip Rest"

Each Candidate Chaser machine is designated its own Master User Name at a virtual mail server where a domain name specific to the tower is registered, for example "abcd123.com". ALL mail sent to any variation of XXX@abcd123.com, where XXX represents any designated client address assigned to that domain, can be downloaded in one batch to the mail processing computer software program by accessing the assigned user name via the assigned POP3 channel. For example the user "SMR" may download all mail sent to the domain "abcd123.com" through the POP "mailhost.yourisp.net". In this case the ISP maintains the server on its domain called "mailhost.yourisp.net". Often the ISP will use the MUN domain as the POP3 channel so that it is possible to download the mail using a user name such as "SMR" through the POP3 channel "abcd123.com" or whatever other domain name is assigned by the ISP.

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messages then redirect messages to desired mailboxes based on said analysis and sort.

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### **Abstract**

The Candidate Chaser machine automatically locates Internet site pages and web postings which contain operator specified keywords or Boolean combinations and then extracts all email addresses from those pages as well as linked pages to as many linking levels as selected by the operator and then sends a job opportunity description enclosed in an electronic mail message to each of the extracted addresses then receives responses from recipients of the job opportunity message then filters those messages by reading their text and forwards only desirable responses to the candidate seeking client's electronic mail address thusly sparing the client interaction with large amounts of irrelevant response while presenting viable candidates for a given job opening. It applies a distinctive and non-obvious method for delivering identical electronic mail messages to a group of targeted potential job candidates sharing a specifically desired single or set of common experiences, interests, capabilities, professional titles or talents relating to the needs of the candidate seeking hiring entity and handling their response.

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